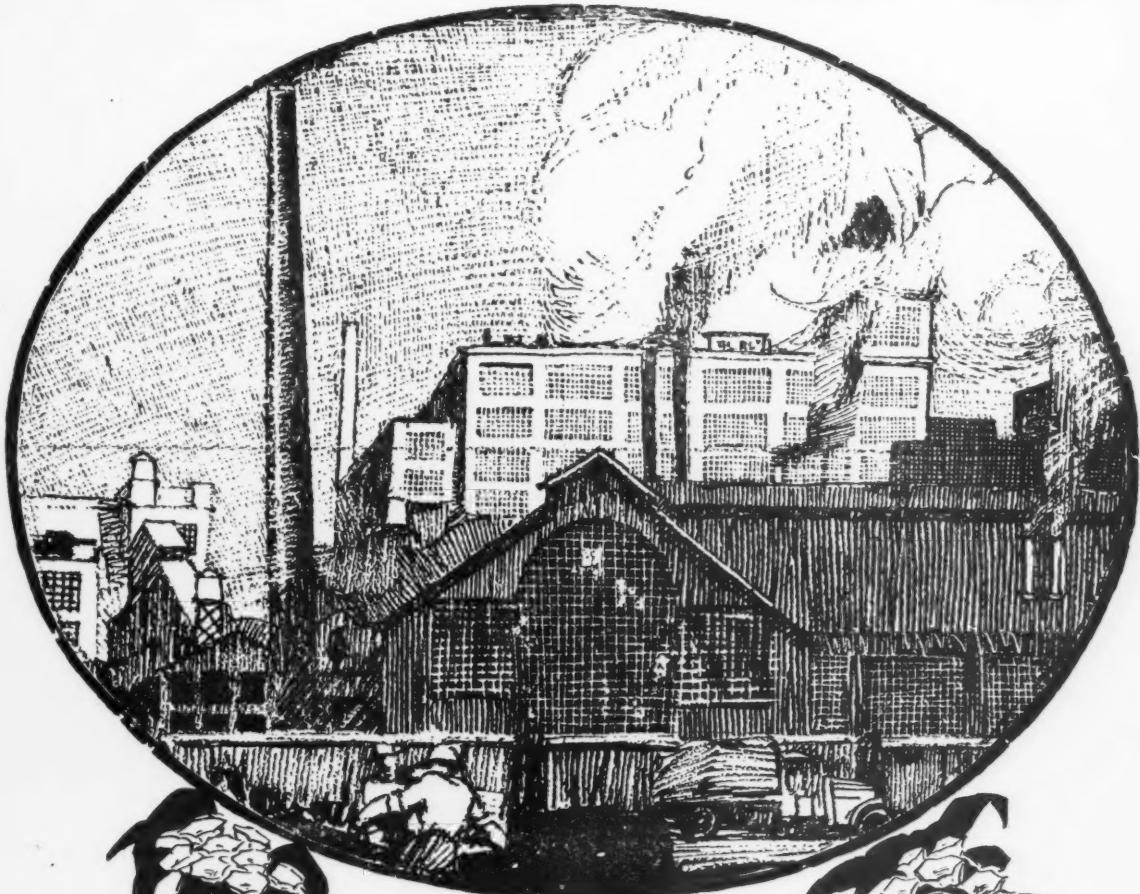


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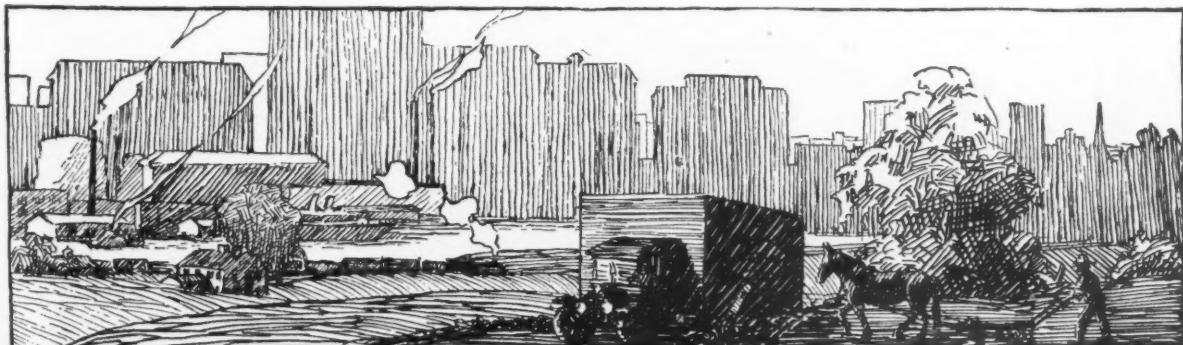
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A FINAL URGE

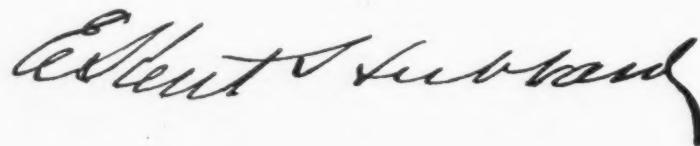
The manner in which the citizens of Connecticut and of the entire United States have responded to the urge of non-partisan organizations to register and "to vote, but to vote as you please" is highly gratifying.

Credit must not be given to these organizations since the citizenry has itself seen the need. This urge is not a cry of "Woof! Woof!" and the people apparently appreciate this fact. A grave situation faces the country. Demagogues have arisen who would practically scrap the Constitution of the United States. They would nullify the functions and powers of the courts. They would place the power of life and death in the hands of Congress and would make the decisions of that august body final and binding. They would nationalize and communize every organization and production unit developed through individual initiative. They would, if given a free hand, make of the United States a second Russia — a more terrible Russia.

We need have no doubt concerning the intentions of these individuals. They have shouted their communistic beliefs from the housetops. They have inserted these beliefs as planks in their political platforms and they have gathered around them all those who are embittered and who seek the destruction of the present order.

The danger is real, but it is within the power of right-minded men and women to defeat the purpose of the enemies of constitutional government.

To vote yourself and to induce others to vote is a real test of citizenship.

A handwritten signature in cursive script, appearing to read "Elbert Hubbard". The signature is written in black ink on a white background, enclosed within a decorative double-line rectangular border.

ROADSIDE IMPRESSIONS OF EUROPE

By CHARLES T. TREADWAY

Vice-President of the Horton Manufacturing Company, Bristol, and President Bristol National Bank.

The soliloquy which follows finds an excuse for being set down in cold type, in the urgent request of your editor, and not because what is contained herein will disclose anything new or strange to the greatest number of the readers of Connecticut Industry.

In addition to this fact, is the unusual nature of the little journey made by the writer, through frequented and unfrequented sections of France, Switzerland and Italy, with an automobile as the only means of conveyance, except on one or two insignificant occasions.

One can hardly travel 5,500 miles in the short space of about thirty days of actual travel, without having left indelibly in one's mind certain outstanding features, which may be of interest to those who have never tried to see these countries, as well as England, Scotland and Wales, from the roadside.

Ocean travel has now reached a point of such common knowledge as to make the minutes of a week's crossing of the Atlantic of little interest to the passing reader, and the only excuse which the writer has for mentioning the great ship "Homeric", which bore us eastward to our landing place at Cherbourg, is that we had as fellow passengers the now famous Yale Crew, which so valiantly upheld all the best traditions of American sportsmanship. To watch them in their daily training, and to know the kind of men Yale had chosen to represent America at Roconcourt in what proved to be

more of a processional regatta, than a race, was to feel the thrill of American athletic supremacy, and to feel confident of the brilliant success of our athletes at the 1924 Olympiad.

FRENCH PREPAREDNESS

It falls to the lot of most travelers to see Cherbourg only as a landing place for a hurried departure to Paris. For us this landing was quite different because we were compelled to spend the night there, preliminary to the tour of Brittany which was to mark our first European experience. Despite the fact that we had only been away from American shores about a week, the presence of a large number of American naval officers and sailors at the port of Cherbourg, gave us a peculiar thrill, and enabled us much the more easily to accustom ourselves to the continental atmosphere, which immediately surrounded us upon our landing.

Here we had our first view of French preparedness, for while Cherbourg is not garrisoned probably as thoroughly as during the great World War, there is no lack, with her great fortresses and garrisons, as well as her naval base, of military and naval activity, such as we in America rarely see except on the occasion of warlike preparation. This article, therefore, written on our first National Defense Day, causes me to pause and call attention to the fact that this preparedness, so evident at one of France's greatest ports, is repeated time and again on land and



CHARLES T. TREADWAY

sea, near the coast and in the interior, as well as on the frontiers, where great military roads surmount rugged mountains toward the national boundaries which have seen conflict from time almost beyond memory.

THE RAVAGES OF WAR IN BRITTANY

Then too, to tour Brittany and understand the changes which have come about since the great war, one must perhaps have viewed it before, and seen the character of the people then and now. While it has not been my privilege to see Brittany before, I have been privileged to have had vivid and intimate pictures of it presented to me by those who know even now much more of it than I shall probably ever know, and the contrasts there, to those who traveled through that country a decade ago, and those who travel it now, must be sadly apparent. The change which was most apparent to us, was that change from the colorful Brittany to the black and white Brittany of today. Each village (and we passed through many of these on a Sunday when they were celebrating the Feasts of the Pardons, a celebration calculated to show the Breton in gayest holiday attire) has its soldiers' memorial. We were amazed at the long lists of names of those who had given their lives to France, inscribed on these monuments, and it became immediately apparent to us that the gay attire which the Bretons were accustomed to, had been laid aside, except in a few conspicuous instances, and now there appear only the very young people, and those beyond forty years of age, clothed for the most part in black and white, and of course, as always, in the conventional sabots. The hiatus between the ages of twenty and forty was so apparent that we almost marveled when we saw any men between those ages. Those whom we saw usually bore the mark of war in the loss of an arm or a leg, or other injury. The war had taken them away, and to us the drab attire of those left became a symbol of reverence and mourning.

"WORK AND SAVE," THE FRENCH MOTTO.

The brighter side of this picture is the everlasting industry which we saw, not only here in Brittany, but throughout the French Republic. Those who are left, by their industry are placing France it seemed to us in an absolutely impregnable position so far as food stuffs, and the sustenance of man or beast are concerned. Hardly an acre of ground remains untilled. The harvest was to be plentiful be-

yond measure, and the cleanliness and ruggedness of that great province of France, tells its own story of why the Republic has withstood the turmoil of decades, which it has had to withstand from foreign aggression. No one told us, no one had to tell us — thrift, industry and saving, "*Work and Save*", that must be the motto of all of France, and our first introduction to it from the roadside, as we passed through village after village in that magnificent, rolling country divided into thousands upon thousands of small farms their boundaries marked with hedges and walls, was a never ending source of wonderment.

It is not my purpose to write particularly of the wonders of Brittany, although perhaps passing reference should be made to a night spent on Mt. St. Michel, described by some as being to France what the Sphinx is to Egypt, a great national monument. To ride through Avranches, and as we suddenly turn a corner giving a distant view of this gray pile off the coast, realization that that is where one is to abide for a night, brings a strange sensation of retreating back through the centuries — of becoming an associate of the monastic order which erected this wonderful monument. The sense of antiquity is here first aroused in us. We in New England who are so fond of the things which have gone before, and revel in what we call the antique and the finer things of a century gone by, feel quite outclassed in the midst of tales of marvelous deeds in the cause of religion, art and chivalry, dating back, say, to the tenth century. It is for us only to realize how modern our civilization is, and to wonder back through the ages at the works of man, inspired by religious conviction. And so throughout Brittany, more particularly perhaps in that marvelous Chateaux district around Tours, one can only feel that the whole history of France, with all that was sordid and all that was mean, has much in it which gives France the foundation for the industrious nation which she has become. Then one rolls into Paris steeped in the art of ages past, and steeped as well in a glorious past of military achievement, and it seems to us that it will be a long, hard task for our idealists on this side of the Atlantic to persuade that nation to give up every defense against foreign aggression, and to forget the military pomp and ceremony, by which she has been inspired for generations past. Everywhere one turns, war is glorified, and her defenders memorialized. The question naturally arises, how can a nation bathed in such history of military achievement and

surrounded by all the monuments of her military career, be expected in one fell swoop to change her viewpoint, and join the peace propagandists in their plea for complete disarmament. It is in the blood. War, as I have said, is glorified and deified, and so virile an inheritance in warlike things cannot be easily overcome.

THE BATTLEFIELDS OF FRANCE

Eastward from Paris lies that great territory which ten years ago at this time was the focus of all our eyes. Perhaps we viewed it differently than we did four years later, when American troops were scattered all over eastern France, and so it is natural for the average tourist, like ourselves, to wander through that country, and marvel at its restoration. Everything seems to be pretty well set up for the tourists nowadays, and if Soissons, Reims, Verdun, and way stations encroach a bit on our credulity as we pass through, and do not make all the restoration as rapidly as they could, it may be a good object lesson for us Americans, for there are still many who ought to see these battlefields, and realize the enormity of war, and the horrors, particularly of modern warfare. However, the restoration is being completed fairly rapidly, and one must go far afield today to find trenches and barbed-wire, and the few destroyed villages which still remain.

Eastern France is being rapidly rebuilt by government grant, and private philanthropy. It is littered with war memorials, and still has many of the marks of war, but it looks prosperous again. The garrisons are complete once more, and ready it seemed to us for eventualities, come what may.

We were particularly interested, of course, in finding the village of Seicheprey in the St. Mihiel sector, just east of St. Mihiel, for here many men from Connecticut received their first baptism of fire, and many lost their lives. Seicheprey was hard to find. The French farmer seems to live much within himself, and often to be unable to direct one even out of his own village, but with persistent inquiry we went out on to that broad plain, and found that even today the battlefields of Seicheprey are littered with unexploded hand grenades, shells, army shoes and boots, and other evidences of conflict. Here again we felt a strange aloofness from the rest of the world, and little do we wonder if those boys from the old 26th Division, as they entered into battle on this prairie fighting ground, felt themselves very far from their American associations. A fine

memorial has been erected at Flirey, near Seicheprey, for all American divisions which fought in this sector. We visited it of course, and had time allowed, should also have visited the great American cemetery about fifteen miles further on.

Below Nancy few signs of war appear, but there are new signs of new barracks, and plenty of military preparedness there as well. Eastern France is ready, and while pleading for national security, and for the aid of other nations, she is taking no chances, and that it seems to me is well for France, and perhaps well for the rest of the world. Here, also, everyone works, and the work is hard, and the hours are long. France may be downtrodden by her tax bill, but from the evidence which we have seen through village after village, all through northern France and eastern France, there is no disposition to squander either of time or money, nor is there evidence of any famine. All signs are quite to the contrary.

SWITZERLAND

Switzerland was a neutral, and well she might be, or be ground between the nether and upper millstone, but as a neutral she believes in warlike preparation, and bristles with forts and the military. We quite forgot, until we had left Switzerland, to inquire regarding the mythical navy, but despite her mountains, and lack of sea-ports, she has a fleet, and we saw many of its units in the air.

New England and America have left much to accomplish in road building. Perhaps if we turned over our road building to our army, and took it out of military appropriations, we might do worse, but our traffic conditions are so different, and our needs so much greater that one can only be proud of our achievement in this line, at the same time marveling at the military roads in high and low altitudes throughout Switzerland and northern Italy.

THROUGH THE DOLOMITES

The frontier of northern Italy has moved northward, so that the famous passes, the Aprica, Tonale, Mendel, Karer, Pardoi, and the Falzarego, formerly on the Austrian border, or within it, now are Italy's and if one wishes to see close up evidences of the great war, skip eastern France, and travel through the Dolomites. There are two reasons for this sort of travel. The most glorious scenery in all Europe confronts one on every hand. The finest roads built anywhere, and at that not of the conventional American concrete, enable easy passage, and there are

dug-outs, wire entanglements, and other evidences of terrible conflict visible on every hand. Visualize if you can, huge wagons, drawn by oxen, nine thousand feet from sea level, six years after war has ceased, carting down from those tremendous heights, huge bales of barbed wire, not the barbed wire such as is used around our Connecticut farms, but barbed wire with real barbs, all taken from the entanglements erected by either the Austrian or Italian army. Here also one sees precipitous mountainsides cluttered with villages, some destroyed, and others rebuilt, but always rebuilt as in eastern France, exactly as they were before, no more modern, merely a little whiter, and possibly a little cleaner. Here one also sees huge garrisons, Summer training camps high up in the mountains, and everywhere soldiers, soldiers, soldiers, and despite this, a countryside overrun with Germans. To us they looked prosperous, and they did not look careworn, or war ridden. The hotels were full of them in Switzerland, and all through the Dolomites, and one lost somewhat of his sympathy, if any was left, for the German people, who we have been led to believe were forced into the war by their leaders, and now are left penniless, poor and underfed. Hundreds of Germans came within our vision. They were not thin or emaciated, but on the contrary appeared well fed and prosperous. Explaining this to some who claim to be in the know, we are told that these are the German profiteers, and that none suffered during the war, except the middle class; the very rich could stand the strain, and the very poor had nothing to lose in any event. Perhaps this is a fair statement of the facts, but in passing I cannot help making the observation that northern Italy is overrun with Germans, and there seemed to be more German spoken in northern Italy, than Italian. Possibly the change of frontier since the war accounts for much of this, but however poor the downtrodden Germans are, they still have nothing to do, plenty of holiday making over those famous passes and through the glories of the Dolomites, and since they can afford such enjoyment, much credit should be given them for their wisdom in choosing this particular section of Europe in which to enjoy themselves, for to us scenically, it can take no second place.

VENICE AND MILAN

One finds more of Italy, of course, in that part of the peninsular which fear of Summer heat and discomfort kept us away from. Venice, which I had the opportunity of seeing years

ago, has lost much of her charm, and now consists mostly of tourists and the accompanying hustle and bustle occasioned by their presence. Motor boats have oiled the surface of the hitherto gorgeous canals, and the New York subway with its strap-hangers now has a double in the suburban steamer which plies up and down the canals, with a large number on its side, indicating (like a London bus) the stations at which it stops. Venice the commercial, has succeeded Venice the beautiful. The beauty is still there, but exceedingly marred by its up-to-dateness.

Westward from Venice one may take that great boulevard to Milan and Turin with little traffic to avoid, where speed has no limit, and still see primitive Italy in many respects as it has been for generations. There is still the charm of mere age. There is still the trace of the Roman, and the days of the Cæsars, and we are still driving on the right-hand side of the road, until perchance we roll into Milan, when suddenly for some unknown reason traffic turns to the left, and the American becomes confused. Milan, the New York City of Italy, as the Italians like to call it, is a great city bristling with commerce, and yet proud of her art and her architecture.

From this point we move westward, on our way to Paris, wending our way at such speed as may please, fast or slow according to the mood of the driver, or the quality of his luncheon, until we are back among the Alps, back over the passes into France, and again enjoying the great resorts, with which the French Alps and the Swiss Alps are utterly littered.

ENGLAND AND THE UNEMPLOYMENT SITUATION

It is not a long flight from Paris across to London for those who choose to fly, and thousands do it once, but my conservative New England temperament, and my natural timidity requires a more solid foundation than the ether for such conveyance as I choose to ride in. Fortunately, even the channel was calm, a much to be desired condition, and the crossing from Paris to London uneventful, except for the sudden discovery of being addicted to afternoon tea, served on the way from Dover to Waterloo Station. Strangely enough one can pass from one country to another so easily, and also from the habits of the continent to the tea drinking stage with equal facility.

Poor England. London shows no signs of war, unless unemployment comes as a natural

corollary to post-war inactivity. England is having a fine try-out with a new form of government. Perhaps it should not be called new in form, but merely new in personnel. If our observations throughout a trip of about 2,000 miles through the towns of England, Scotland and Wales are of any value, or at all well conceived, England is in the doldrums, ill-employed, wasteful of time and energy, much inclined to loaf, and too much inclined to put a premium on idleness. This is evident by the large number of unemployed, by the manner of their employment where employed and by a general stagnation, due to a variety of causes. The place where it hit me hardest, however, was at the luncheon or the dinner table. London, of course, catering to Americans, was liberal in its portions and its variety, but England at large either does not know how to cater to Americans as previously or is set upon showing Americans how sick she is and how illy nourished she can be. The hillsides teem with sheep, the heavens are banked with clouds, and the atmosphere is full of rain. One can hardly blame the hardy Scot who seeks a refuge in the national beverage. Mutton, mutton, mutton, and cold boiled potatoes, is an economic symptom, which even young America can understand. There is a certain sentiment among us Americans for the English speaking races, and consequently there is a certain sadness when we meet up with the miserably small portions of poorly cooked, and poorly served food, which England apparently feels is all that can be afforded in this day and generation. Then there seems to be a very prevalent fear expressed daily in the newspapers, and talked generally through the hotels and on the streets, of inability to cope with the competition of America, or of a new economic alliance between France and Germany.

While France seems to be recovering, and like Germany has seized upon the remedy of work, hard and continuous, to restore a normal condition, England seems to be in the doldrums and catering to that class of persons who feel that the world owes them a living. This is a sad picture to those of us from America who visit her shores, and the picture was not brightened in the least by the gloom, which it maybe the unusual Summer weather cast upon us.

Again England has four races almost as separate and distinct as though they spoke entirely different languages. This was noticeable all along our route — the natural disin-

clination to enjoy the Scotch on the part of the English, and the natural disinclination of the Scotch to care for the present English government, or its personnel. These observations are deduced not from careful study, but from a roadside viewpoint, plus the editorial comments of the newspapers, which I had opportunity to glance at from town to town. It is a strange complex, that Irish, Scotch, Welsh, English — Great Britain — and bears no earmarks of unanimity of purpose and opinion, of will to achieve and will to restore, that is apparent in France. Small wonder is it, therefore, that the sympathy and the praise and the cheers, go out from the American tourist to the French people. Great has been their achievement during the past six years and on the other side, the era of English preponderance of influence in European affairs seems momentarily to have passed.

SOME THOUGHTS ON THE LEAGUE OF NATIONS

One returns from so many hours and days spent by the roadside in village and city among so many different races, in so many different environments, with a confused mind as regards American isolation. We saw the outside of the League of Nations as there was no session, and we showed enough lack of interest to fail to see the inside of that great palace at Geneva, but I am still content with the conviction which I have held firmly, and I will now be accused of partisanship by some of my friends who like the League, that isolation so called (if it must be called that) on the part of the United States, is eventually going to be for Europe's greatest good. So far as I could learn from casual questions (quite as casually answered) adherence to the security articles in the Wilson covenant are not any more pleasant to contemplate by the premiers of England or France than they were to the Senate of the United States, and it seems to me it was a fortunate thing that the Senate of the United States understood them so well and so early.

America now has a great influence in Europe. She cannot or need not be isolated, regardless of her detachment from the League of Nations, and unless all signs fail, the span of 3,200 miles from New York to the English Channel, can be no deterrent to great and beneficial American influence in European affairs, provided only our great leaders can continue to have what they seem now to have, an intimate understanding of the undercurrents of European life and purpose.

MINIMUM WAGE LEGISLATION

Its History, Theory and Operation

In modern times, experimentation with legislation having for its purpose the fixing of a standard wage below which no worker can be employed has been confined largely to English speaking countries. From time to time Continental European countries have enacted laws embodying the principle of the minimum wage, but their efforts have been more or less provisional.

Recent history on the subject starts in the States of Australasia. In 1894 New Zealand passed the Industrial Conciliation and Arbitration Act, a compulsory arbitration law intended primarily for the prevention of strikes and lockouts but conferring on the arbitration court the authority to fix a minimum wage in the cases coming before it. Two years later the Factories and Shop Act went into effect in Victoria. Other Australian states followed the lead of New Zealand and Victoria and in 1904 the Commonwealth of Australia passed an act designed for the control of disputes extending beyond the limits of one state.

From Australia agitation in regard to minimum wage legislation passed to the mother country and on January 1, 1910, the Trade Boards Act went into effect in Great Britain. In the beginning it was intended to apply to 4 trades only, but has gradually been extended until at the present time there are 63 wage boards in England with jurisdiction over more than 3 million workers. Canada, too, has entered on a program of paternalism. Beginning in 1917 with the amendment of the Factories Act of Alberta to include a minimum wage provision, seven of the nine provinces have enacted laws embodying the principle of the minimum wage.

THE MINIMUM WAGE IN THE UNITED STATES

The forerunner of all minimum wage legislation in the United States was the act passed in Massachusetts in 1912. Modelled on the plan in effect in Victoria, it provided originally (although altered since) for a commission of three members, with subordinate wage boards for separate industries. In 1913 eight other states, Oregon, Utah, Washington, Nebraska, Minnesota, Colorado, California and Wisconsin, enacted measures embodying the principle of the minimum wage, and Kansas and Arkansas took similar action two years later. Arizona passed a measure of this character in

1917, and the following year the District of Columbia law was passed by Congress. Texas, North Dakota, and Porto Rico followed in 1919 and during the 1923 session of the legislature a compromise measure with a kindred purpose in view was incorporated into the statutes of South Dakota.

The History of Minimum Wage Legislation in the United States

Jurisdiction	Year of Passage	Agency of Administration
Massachusetts	1912	3 Associate Commissioners of The Department of Labor.
Oregon	1913	Industrial Welfare Commission.
Utah	1913	Industrial Commission.
Washington	1913	Industrial Welfare Commission.
*Nebraska	1913	
Minnesota	1913	Minimum Wage Commission.
Colorado	1913	Industrial Commission.
California	1913	Industrial Welfare Commission.
Wisconsin	1913	Industrial Commission.
Kansas	1915	Court of Industrial Relations.
Arkansas	1915	Minimum Wage and Maximum Hour Commission.
Arizona	1917	No provision.
†District of Columbia	1918	Minimum Wage Board.
*Texas	1919	Industrial Welfare Commission.
N. Dakota	1919	Workmen's Compensation Commission.
*Repealed in 1919.		
†Declared unconstitutional April, 1923.		

The Colorado law has never become operative. The Texas and Nebraska statutes were repealed in 1919, and in April 1923 the Supreme Court handed down an unfavorable opinion in regard to the constitutionality of the District of Columbia law. There remain, then, thirteen jurisdictions in the United States in which some law fixing a standard wage is in effect. The law in Utah, Arizona and Porto Rico is a flat rate determined by statutory enactment. In most of the other jurisdictions provision is made for changing the wage in accordance with changes in the cost of living, the method usually being by conference with the commission entrusted with enforcement of the law. In Massachusetts public opinion is depended upon as the instrument of enforcement, the names of delinquents being published in the press. In all other states the violation is punishable by fine or imprisonment or both. In the recent legislative sessions the campaign for the enactment of minimum wage laws met with practically unanimous defeat in all the states where it was attempted, the single exception being South Dakota. In several other states, including Missouri, Nebraska, New Jersey and Ohio, minimum wage proposals met with defeat.

THE PRINCIPLE NOT NEW

Like most panaceas for physical, mental and social ills, these proposals derive a great meas-

ure of their strength from the novelty that is supposed to be theirs. No certain cure has been found, and the presence of an unsatisfactory condition which has failed to respond to previous remedial treatment raises a presumption in favor of the adoption of an untried remedy. Progress is predicated on experiment. While the advocates of minimum wage legislation concede the partial failure of these measures to attain their object, they attribute their shortcomings to the unhappy circumstances of time. A fair estimate of its capacity for success, they assert, cannot be made on the basis of experience with its operation during a period so replete with economic disturbances as the war and post-war periods.

Quite true as far as it goes; but a great deal is left unsaid. The appeal of novelty, disclaiming by implication any previous failure in application, loses much of its forcefulness when it is realized that this species of paternalism antedates the Christian era by at least 20 centuries. Archeologists have unearthed tablets whereon are inscribed statutes fixing the wages of house-builders, shipbuilders and boatmen in the administration of Hammurabi, who reigned in Babylonia about 2200 B. C. Historians tell us of provisions with a kindred purpose in the laws of Greece and Rome. In England in 1349, when Edward III was on the throne, and later (1563) during the reign of Elizabeth, there were further attempts in this direction. Undismayed by their proven impracticability in ancient times, some of the early colonial governments of our own country wrote into their laws clauses fixing a minimum wage. In every case these measures have been discarded as useless attempts on the part of the government to interfere with the development and liberty of the citizen. Their uniformly meager span of life, in the face of the immortality and essential soundness of the other parts of the codes of which they were originally part (as attested to by the inability of modern lawmakers to improve on them), speaks volumes for the un-economic character of legislative wage-fixing.

BASED ON UNSOUND ECONOMICS

Incomplete historical knowledge is not the only fallacious basis upon which the sponsors of minimum wage legislation base their judgment. The principle itself has no sure foundation in economics. To begin with it introduces an unjustifiable basis for wage payments — that wages should be paid on the basis of what it costs the recipient to live. It must be remembered that there is nothing to distribute among

laborers except the product of their labor to which they have all contributed. Wages are simply a token of the value they have put into a product and a more convenient method than simple barter of distributing among the various producing forces their proportioned share in the final product. Moreover, the basis of the individual worker's earnings is not the product of the business as a whole, but only that part which his own labor yields. To receive a greater share, by the grace of statutory enactment, is manifestly unfair to his fellow-producers who are to that extent defrauded of their just due. The ultimate determining factor in wages must always be production. No other downward limitation can be imposed without acting as a deterrent on the growth of industry and eventually interfering with the normal increase in economic goods. The principle which requires their payment on any other theory than value is wrong economically.

HARMFUL TO INTENDED BENEFICIARIES

The law can operate perversely on the very class it is designed to protect. If legislative compulsion forces an employer to pay a wage above his present ability, there is no alternative but to reduce the force to the point where he can afford to pay the required wage to the remainder of his force. The employer cannot be expected to carry on his payroll for any length of time workers whose efficiency is below the standard of the fixed wage, and the result is permanent unemployment for the rest. Moreover the majority of female factory hands do not require as an irreducible minimum the wage administrative authorities are usually asked to prescribe. To prohibit their employment except on this basis would not bring about the employment of all at the prescribed rate but, on the contrary, a reduction of the number employed and a failure to attain the desired end. There is abundant evidence, both here and in the British Empire, that the law has worked out in practice exactly as this statement of the theory would forecast.

Any factor that adds inordinately to the pecuniary attractiveness of the factory has in it possibilities for adding still further to the unemployment problem. Numbers of girls now satisfied at home or in domestic service might be tempted by the thought that employment, if it be possible to obtain at all, guarantees a wage higher than their present income and thus make harder than ever the lot of those who are dependent upon factory work for a living. It is generally presumed that when a certain

price for labor has come to rule in a market, just as with any other commodity, it is a price fixed by the conditions of supply and demand. Setting a price higher than market conditions warrant will not bring about the employment of all at the established price but will simply cut off from consideration those whose mental or manual capacity does not warrant their receiving the established rate, and by flooding the market at a time when its very exactions have restricted the demand, make conditions for employment seekers even more difficult.

FAVORITE ARGUMENTS NOT FOUNDED ON FACTS

The argument is often advanced that low wages are the cause of immorality. As a police regulation intended to remove the source of this evil, the establishment of a standard wage is a failure. If insufficient wages during employment result in immorality the thoughtful must realize that the unemployment necessarily following from the enforcement of minimum wage decrees, as pointed out above, cannot fail to aggravate the evil it is supposed to eliminate.

Minimum wage legislation, its advocates contend, will lead to greater efficiency. Professor Taussig does not agree in this. There probably is a tendency, he claims, to put into effect in times of stress, improvements already known but unnecessary or neglected in times of abundant profits but as a general thing the bait of profit rather than the threat of loss has been the great motivating factor in inducing the adoption of facilities that tend to increase productivity. On the part of the employes the establishment of a standard wage will hardly have the effect of encouraging efficiency since it withdraws the encouraging stimulus of the necessity for individual effort. Indeed, the report of Mr. Ernest Aves, who was sent to Australia by the British Government to investigate the workings of the various minimum wage laws in the Commonwealth, specifically states that the efficiency of the male workers, at least, was gradually being lowered.

DIFFICULTIES OF ADMINISTRATION

The administration of the law presents peculiarities that must result in unfairness. Witness the glaring inconsistencies of various statutes, wherein often simultaneously, different standards are in effect, and are serving as wage bases for different classes of workers, all of whose actual standards of living are the same. This inequality works a hardship on industry as a

whole because of the resultant unrest. All industries cannot be covered simultaneously, and as a result differences in wage levels aggravate the difficulties in an already troublesome labor situation.

The standard usually applied for determining all wages is the amount needed by the independent worker. A fact which has been disregarded by framers of the law and by administrative authorities is that in any but a socialistic state the family, and not the individual, is the social unit. In a family made up of four wage earners, it is senseless to presume that each requires for living in health and comfort, a sum equal to that required by a worker living independently. Yet thus far individual need is the accepted standard for determining the minimum.

The care of the indigent is an accepted function of the state in all civilized communities, but justice forbids that the employer be saddled with the burden of supporting a non-productive worker simply because of the accident of the more or less temporary relation of employer and employe. Real need gives the citizen a valid claim — but on the state, not on another individual. Upon what theory, then, does the state shirk its duty and by legislation allocate the claim to the employer who has already contributed as much, in money and opportunity, as the qualifications of the employe merit? There is no justification for the delegation of a function long deemed a public responsibility to a corporation or an individual.

Prosperity and plenty cannot be conjured into existence by a "fiat" of the state. Proud nations in olden times attempted it and the abandonment of their attempts bears mute witness to the futility of endeavoring to contravene the free working of an economic law by legislative enactment. Australia tried it and nowhere do we find more unrest. England followed in her footsteps and behold the distress among the workers of that country. And now in our own country, all unheeding of the danger signs that are posted along the way, those who know little and care less of the economic effects of tampering with industry have attempted to legislate prosperity by wage fixing. We have already gone farther than good judgment based on sound economic reasoning would dictate. If the workers — the group which has most at stake — do not realize the latent possibility for evil in a continuation of this policy, the responsibility must be assumed by those to whom it is given to see more clearly.

INDUSTRIAL NEWS AROUND THE STATE

COLLINS COMPANY EXHIBITS PRODUCTS

The Collins Company of Collingsville have recently held an exhibit of their edged tools, in the offices of the Hartford-Connecticut Trust Company. Included in the display are implements used in practically every part of the world, such for example as the machete used for cutting tropical underbrush; the Spanish podadera, used in cutting down cocoanuts and other fruit from trees and the curved-edge bolo used so much in the war for cutting wire entanglements. Axes of every description, for use here and abroad were also shown, the full line of the Collins Company consisting of about 1,600 various styles of tools.

UTILITIES PURCHASED

Announcement has recently been made of the purchase, by stockholders of the Connecticut Light & Power Company, of control of the Woodbury Electric Company and the New Milford Electric Light Company.

NEW CONCERN FOR WINSTED

The A. T. Smith Electric Company, Inc., a concern newly organized for the manufacture of radio transformers, has announced its intention of commencing operations in Winsted as soon as possible, probably early in October.

FIRE AT BROWN PLANT

A fire of unknown origin destroyed the plant of the H. B. Brown Company, manufacturers of bolt-threading machines, at East Hampton. Electrical connections are thought to have been responsible.

SALT'S COMPANY LEAVES FOREIGN FIELD

With a view towards combining all its interests in Connecticut, the Salt's Textile Company of Bridgeport has decided to dispose of its plant at Lyons, France.

BRISTOL BRASS SELLS HOUSES

About eighty-five houses have recently been offered for sale by the Bristol Brass Corporation. These were built by the company during the war to provide proper accommodations for employes and represent what is known as the "King Terrace" tract in East Bristol.

The present tenants will be given the first opportunity to purchase, then employes of the Bristol Brass, after which a public sale will be held.

NEW OPERATORS FOR MANHASSET MILLS

Mills No. 1 and No. 2 of the former Manhasset Manufacturing Company of Putnam have been leased by Powdrell & Alexander,

Inc., of Boston, owners and operators of the Paco Manufacturing Company of Danielson. Marquisette curtain material is made at the latter plant and the yarns will be manufactured at the Putnam plant.

POPE COMPANY REORGANIZES

Assets of the Davis-Pope Hat Company of Norwalk were sold at auction to Albert E. Pope, treasurer of the concern. Reorganization has been effected and the business will be continued under the name of the Pope Company, Inc.

LUMBER MANUFACTURERS ELECT OFFICERS

The Southern New England Lumber Manufacturers Association held its annual meeting in New Haven and elected officers for the coming year. E. H. Woodford was elected president, H. Stephen Bridge, president of Amos D. Bridges' Sons, Inc. of Hazardville, vice-president and Theodore L. Bristol, president of the Ansonia Forest Products Company and the Ansonia Novelty Company, secretary and treasurer.

NEW HAVEN MAN ASSISTANT TRADE COMMISSIONER

Announcement has recently been made by Dr. Julius Klein, director of the Bureau of Foreign and Domestic Commerce, of the appointment of John H. Pearce of New Haven, as Assistant Trade Commissioner of Lima, Peru. Mr. Pearce has been with the Bureau of Foreign and Domestic Commerce for the past three years.

CONNECTICUT'S EXPORTS INCREASE

During the first three months of 1924 Connecticut's exports amounted to \$8,546,388 and in the succeeding three months these increased to \$9,486,791. Among the six New England States Connecticut ranked second, the total export valuation for all of New England being \$90,473,733 for the first half of the year.

Connecticut gained chiefly in its exports of hardware, electrical machinery, tools, ammunition and fireworks.

Mark This Off Now !

NOVEMBER 25, 1924

**Annual Meeting of the
Association**

TRANSPORTATION

ESTABLISHMENT OF FREIGHT TRANSFER STATIONS ON MANHATTAN

Plans of the Port of New York Authority contemplate the establishment of universal inland railroad freight stations on Manhattan conveniently located with respect to shippers and receivers of freight to replace the present system of pier stations.

The Merchant Truckmen's Bureau of New York and other organizations have seen in this move on the part of the New York Authority an attempt to centralize all New York trucking under one authority. W. W. Drinker, chief engineer of the Port of New York Authority, in a statement which was sent to the offices of the Association said "The Port of New York Authority is charged by two states and the Federal government with the duty of establishing union freight stations. Through questionnaire an effort was made to obtain information necessary to the establishment of such stations in such locations as would enable the shippers to enjoy the greatest economy in the conduct of their business.

"The Port of Authority has no intention of becoming either a trucking medium or owner of a railroad company. The plan contemplated will not in any way interfere with the merchant's choice of truckman, nor need there be any change in trucking except that there will be shorter hauls and fewer delays.

"This will enable the small truckmen to do more business than he does at present. The whole idea is to remove the existing burden placed on business due to the present wasteful methods."

GOVERNMENT OWNERSHIP OF RAILROADS

Charles W. Bryan, Democratic candidate for Vice-President, recently stated that the Government had found it impossible to regulate railroads. He alleges that the owners of railroads and the bankers who own the bonds keep lobbyists at Washington to defeat regulative legislation and further employ high-priced attorneys to fight the Government in the courts. Governor Bryan stated that government ownership of railroads is certain to come in the near future.

NEW ENGLAND PORT DIFFERENTIAL

At a recent meeting of representatives of the ports of Boston, New York, Philadelphia, Baltimore and Norfolk, held at the headquarters of the New York Maritime Exchange, it

was decided that the successful opposition to the efforts of the South Atlantic ports to eliminate the rate differential now enjoyed by North Atlantic ports depends entirely upon the action of the steamship lines. The steamship lines up to the present time have refused to revise the differential.

Examiner Mangum of the Interstate Commerce Commission will hear the arguments in the case.

NEW YORK WHARF RATES INCREASE

The dock commissioner of New York has published proposed changes in New York wharfage rates which show a general uniform increase of 100%. In the publication of the rates it was stated that this is the first general revision since 1870 and was necessary to meet the annual amortization and interest charges on the cost of construction of the piers.

New York shippers have filed protests with the dock commissioner against the proposed increase in rates stating the rates are already higher than in other ports and that if put into effect business now enjoyed by New York will be shifted to other ports.

AMERICAN-HAWAIIAN CHANGES SAILINGS

The American-Hawaiian Steamship Company has announced a rearrangement of its sailing schedule which will result in a saving of 8 days' time in traffic moving via the port of Philadelphia to Pacific Coast ports and a saving of 3 days in traffic moving from Pacific Coast ports to Boston. Sailings from Boston and Philadelphia according to the new schedule are every Wednesday and from New York every Saturday.

AGITATION TO ABOLISH THE UNITED STATES SHIPPING BOARD

Mr. H. W. Cook, president of the American-Hawaii Line, presented a proposal which would have for its purpose the abolition of the United States Shipping Board and the Merchant Marine Corporation. Mr. Cook states in his plan that the Government Merchant Marine should be abolished for the reason that it is costing approximately \$30,000,000 a year and that it is accomplishing nothing; that while the corporation is not at the present time engaging in competition with private owners in intercoastal trade that its services propose the development of lines on the Pacific.

FEDERAL TAXATION SERVICE BUREAU

LAWS OF OTHER STATES AFFECTING BUSINESS

The Association commends to the attention of all its members who do business in other states, the recent publication of the Bureau of Census of the Department of Commerce, entitled "Digest of State Laws Relating to Taxation and Revenue, 1922".

Too frequently, because of failure to understand the requirements of a state in regard to business operating within its boundaries, manufacturers find that they have unintentionally broken the law or have failed to allow for certain definite charges which must become part of their cost of doing business in that territory.

In its publication the Bureau of the Census has dealt primarily with state taxation and revenue compilations, avoiding any provisions local in character unless the latter have been determined by legislative action. Each state is listed alphabetically and a summary of its laws is given under the following classifications:

1. Summary of constitutional provisions.
2. General property taxes (property subject to taxation and exemptions).
3. Assessment.
4. Equalization.
5. Tax rates.
6. Collection.
7. Poll taxes.
8. Inheritance tax.
9. Corporation taxes.
10. Business, occupational, professional, and miscellaneous license taxes and fees.
11. Income tax.
12. School revenues.
13. Certain districts other than cities or towns, in which special taxes or assessments may be levied.

Those who contemplate extending their business to other states will do well to read carefully the digest of laws of that state, from which certain fundamental facts may be determined and further and more complete investigation made of the statutes, if necessary. It may be, too, that concerns which have long been doing business in other states may find that conditions exist of which they were entirely unaware.

We recommend the purchase of the book, which may be secured from the Superintendent of Documents, Washington, D. C., for the price of \$1.00.

Should specific information in regard to certain states be requested, the Association will be very glad to supply this.

EXCISE TAX REGULATIONS

Regulations 47, covering the excise taxes on sales by manufacturers have been issued in revised form by the Bureau of Internal Revenue. A complete copy will be sent any member interested upon request of the Association office.

As indicated in a previous bulletin of the Association, the tax became effective July 3, 1924, even though the articles taxed were manufactured, produced or imported before that date. Each manufacturer must take monthly returns and pay taxes to the Collector in the district in which his principal place of business is located.

THE TAX PROBLEM IN WISCONSIN

To those deeply interested in tax matters, the recent publication of the National Industrial Conference Board entitled "The Tax Problem in Wisconsin" will be of unusual interest. The study, which was undertaken at the request of the Wisconsin Manufacturers Association, deals with the tax problem chiefly from the standpoint of industry and represents an exhaustive study of existing conditions.

THE FEDERAL GOVERNMENT AND INHERITANCE TAXES

Garrard B. Winston, Undersecretary of the Treasury, in addressing the National Tax Association's conference in St. Louis, stated that Federal and State inheritance taxes destroy property values in the United States. Mr. Winston's address is considered to be of importance as indicating the probable position of Secretary Mellon, although the address was in no way an official one.

Among other things Mr. Winston said:

"Death taxes are imposed to raise cash. If the United States Treasury and the State treasuries want something which will realize revenue, much more can be obtained from one large estate than from several smaller ones with an equal aggregate value. An estate of \$10,000,000 net yields \$2,561,000 Federal estate tax, while 100 estates of \$100,000 each yield an aggregate tax of only \$150,000. It would take over 1,700 estates of \$100,000 each, aggregating over \$170,000,000, to produce the same amount of revenue as one \$10,000,000 estate. It is, therefore, essential that large fortunes continue to be made and be not taxed out of existence. So, if we are to have an accumulation of capital upon which to levy death duties, we must encourage, not discourage, its creation."

SALES EXCHANGE

In this department members may list without charge any new or used equipment or supplies. All copy must be in the hands of the editor by the fifteenth day of the month preceding publication.

FOR SALE

Brass

125 lbs.	3/32"	round free turning brass rod.
250 "	5/32"	" " spring brass rod.
200 "	11/64"	" " brass rod.
250 "	9/32"	square " " "
32 "	1/2"	" " "
1214 "	5/8"	hex. " " "
50 "	11/16"	round " " "
232 "	13/16"	" " "
100 "	7/8"	" " "
250 "	1"	" " "

Steel

100 "	1/4"	hex. Bessemer free turning steel rod.
500 "	5/16"	square " " "
500 "	11/32"	round " " "
1000 "	13/32"	" " "
500 "	7/16"	square " " "
2000 "	.035	No. 15 spring music wire purchased from American Steel & Wire Co.
50,000 "	1-5/8"	x.043—.046 C. R. O. H. No. 3 Stanley temper steel quarter hard, bright and free from scale.

1 piece of Vasco vanadium type "K" 8% carbon steel, 5-5/8" dia. x 11-1/2" long, weight 81 lbs.

1 Washing Machine Nivin metal parts, model No. 1. Address S. E. 86.

WANTED TO BUY

Used safe cabinet, about 72" x 42", for filing inventory cards.

Address S. E. 88.

FACTORY SPACE FOR SALE OR RENT

1. Factory property in New Haven, consisting of group of several connecting units, containing approximately 53,000 sq. ft. Well lighted and of modern industrial construction. Located on branch New Haven Road, has 3 railway and 1 trolley siding and property extends for its full width of 357 feet to navigable water. Main floor has 10-ton crane and railway siding inside building. Ample storage space for coal and fuel oil.

2. Manufacturing or storage space in Hartford. Heated, equipped with elevators and thoroughly modern in every respect. 7,200 sq. ft. on one floor and basement of same size: Also 2 one-story buildings containing about 2,000 sq. ft. each.

EMPLOYMENT SERVICE

This department is open to all members without charge. All copy must be in the hands of the editor by the fifteenth day of the month preceding publication.

ACCOUNTANT—Over 22 years experience with Hartford manufacturing concerns. Thoroughly familiar with accountancy and general office work. Address P. W. 136.

SALESMAN—Age 24. Five years in diversified factory employment with rubber concern, including ten months in research laboratories. Prefers connection entirely in sales work. Address P. W. 137.

AUDITOR AND ACCOUNTANT—Age 45. Nine years with Hartford manufacturing concern. Can invest if desired. Address P. W. 138.

TOOL AND MACHINE DESIGNER—Age 31. General training in machine shop, tool room, efficiency and safety engineering as well as designing. Address P. W. 139.

FACTORY MANAGER—Graduate of Annapolis with post-graduate degree of Master of Science in 1911. From 1911 to 1919 shop superintendent and superintending construction at Boston and Puget Sound Navy Yard. 1919-1920 in Detroit, representing the Government in the construction of "Eagle Boats" by the Ford Motor Company. 1920-1922 Works Manager of three yards of shipbuilding concerns in Baltimore. 1922-1924 Factory Manager of one of Connecticut's largest concerns, with charge of all of its subsidiary manufacturing plants. Address P. W. 126.

MANAGERIAL AND FINANCIAL EXECUTIVE—Graduate of Princeton, civil engineer, with post-graduate course at University of Glasgow, Scotland. Seven years with Navy Department in construction and design of naval vessels. One year with shipbuilding concern in Connecticut as assistant to general manager. One year as general manager with company operating line of boats on Savannah River. For past nine years with large manufacturing concern in Connecticut, progressing from assistant to the general superintendent to financial vice-president. Address P. W. 130.

OFFICE MANAGER AND SECRETARY—Graduate of teachers training school in Albany business college. 1903-15 in United States Government Navy Yard employed in design, construction, alteration and repair of United States vessels. Control of cost distribution. Estimating cost of changed designs, etc. Standardization and systematization work. 1915-1924 with Connecticut manufacturing concern as office manager, secretary to the president, assistant secretary and director. Address P. W. 132.

SALESMAN AND ACCOUNTANT—Twenty-two years with Hartford manufacturing concerns. Address P. W. 140.

